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Fax
Transmission

Jennie-O Foods, Inc.
P.O. Box 778
Willmar, MN 56201
(320) 235-2622

Date: 10/8/00 Time: 8:30 AM Your Fax # (507) 437-5135

To: Kevin Jones

Company: Hormel

From: Randy Alsleben

My Fax Number: (320) 231-7177 My Extension: (320) 231-7146

This transmission consists of 15 sheets, including this cover sheet.

Comments:

Kevin
Here is a ^{complete} copy of the earliest red book
spec for our bowl bread smoking process as we
discussed on Tuesday. Please let me know if
you need additional information. Note that this
specification was written 5/1/97.

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PTO-004252

TO: MARK ONDERAK
RANDY WAGNER

FROM: JEAN PORTER

DATE: JUNE 12, 1997

RE: FINALIZED PROCESS PROCEDURES

PRODUCT NAME: BOWL BREASTS

Attached are the REVISED final process procedures of the above-named items for your files. Process Procedures reflect the actual manufacturing steps involved in producing the product and are considered to be HIGHLY CONFIDENTIAL.

If you have any questions, please call me at Ext. 246. Thanks.

C: Brett Sims
Bob Wood

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PRODUCT: -BOWL BREASTS
 FILE NAME: BWLBRST7

PRODUCT NOS.:
 269602-HONEY CURED BREAST-FROZEN-BILINGUAL
 324302-MESQUITE CURED TURKEY BREAST-FROZEN
 324402-HICKORY CURED TURKEY BREAST-FROZEN
 324602-HICKORY HONEY & SMOKED CURED BREAST-FROZEN
 324632-MESQUITE HONEY & SMOKED CURED BREAST-FROZEN
 343002-KLEMENTS MESQUITE CURED TURKEY BREAST-FROZEN
 343202-KLEMENTS HICKORY SMOKED HONEY CURED BREAST-FROZEN
 824302-MESQUITE CURED TURKEY BREAST-FRESH
 824402-HICKORY CURED TURKEY BREAST-FRESH
 824403-HICKORY CURED TURKEY BREAST-FRESH-QPC
 824602-HICKORY HONEY & SMOKED CURED TURKEY BREAST-FRESH
 824603-HICKORY HONEY & SMOKED CURED TURKEY BREAST-FRESH-QPC
 824632-MESQUITE HONEY & SMOKED CURED TURKEY BREAST-FRESH
 824902-SHUR FRESH HICKORY CURED TURKEY BREAST-FRESH
 8293-G.C. SMOKED & CURED SKINLESS TURKEY BREAST - MARRIOTT
 843002-KLEMENTS MESQUITE CURED TURKEY BREAST-FRESH
 843202-KLEMENTS HICKORY SMOKED HONEY CURED TKY BREAST-FRESH
 6575 - VIENNA SKIN ON SMOKED TURKEY BREAST-FRESH
 700180-HORMEL MESQUITE CURED TURKEY BREAST-FRESH
 700280-HORMEL HICKORY CURED TURKEY BREAST-FRESH
 702180-HORMEL MESQUITE SMOKED & CURED SKNLS BREAST
 704780-HORMEL HICKORY HONEY SMOKED & CURED BREAST
 709780-HORMEL HICKORY CURED TURKEY BREAST-NO ~~DATE~~ OR CODE
 DATE. LOT # ONLY(FROZEN)
 849602-POCHAHONTAS PREMIUM HICKORY SMOKED TKY BRST-FRESH
 869602-HICKORY CURED BREAST-FRESH-BILINGUAL

PLANT NO.: P-19299

DATE: APRIL 30, 1997

REVISED VERSION

I. PROCESS PROCEDURES

A. Manufacturing

1. Use fresh Tom/Heavy Hen breast halves with skin removed (Item #A80010).
 - a. Maximum meat temperature is 40 degrees F. checked once per tank by Production and hourly by QC. (If the meat temperature is over 40 degrees F. refer to the TQC Warm Boning Procedure).
 - b. Maximum meat age is 7 days fresh from slaughter (until the product is cooked).
 - c. Breast halves must meet all raw material requirements.
2. If frozen product is used:
 - a. Breast halves must have been frozen within 48 hours of slaughter.
 - b. Maximum age for frozen breast meat is nine months.
 - c. Place the breast halves in a plastic bag to obtain a weight of 40 lbs.
 - d. Place bags in bulk pack box (containing product label, hand-stamped pack date, and 4-digit lot number), palletize and put in blast freezer for approximately 48 hours.

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- e. Transfer and store in holding freezer or outside storage until ready to use.
- f. Thaw the breasts in a tank by continuously running cold water over the bagged product until thawed.
- g. Store thawed breasts in a 40 degrees F. holding cooler with ice.
- h. Maximum temperature of thawed meat is 45 degrees F.
- i. Inspect frozen/thawed product to assure that all plastic from the bags has been removed.

B. Trimming Of Breasts

- 1. Run breast through skinner machine or skin by hand.
 - a. Skin drops to conveyor and is conveyed to sorting area.
 - b. Acceptable bowl skins are removed, trimmed to a round shape (by hand) and put in bags (50 per bag).
 - 1) An acceptable skin has no holes bigger than a nickel, less than 10 pin feathers, no belly blisters, or no bruises.
 - 2) Unacceptable bowl skins are used as scrap skin or large cut. Large cut skins go in bags, and scrap skin goes into a tank, is covered, weighed, tagged (tag contains weight and date), and put into a cooler until needed.
 - 3) Age limit of fresh skin is 3 days fresh from slaughter, and the temperature limit is 40 degrees F.
- 2. Convey breast to keelbone removal area, remove keelbone, and cut off neck skin/fat.
- 3. Remove fillet.
- 4. Cut and clean the scapula from the breast with a knife.
- 5. Make a 1" exploratory cut in the wing joint and remove any blood or bruises.
 - For 8244-03 and 8246-03 product: Cut out and remove the wing joint using a whizzard knife, and remove all blood/bruises from the area.
- 6. Remove veins from the breast with a Wizzard knife.
- 7. Remove blood, bones, bruises, fat, skin, and any other defects.
- 8. Check to assure all defects are removed.
- 9. Drop into tank, weigh full tank, and enter into the WIP system.

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10. Tag tank (tag contains weight, product number, product name, lot number, temperature, and date), cover with 2 sheets of plastic, and put into a 30-38 degrees F. raw cooler until transfer to Plant #7.
11. Transfer the breast halves and the skin to Plant #7 for further processing.

After arrival at Plant #7, raw materials are entered into the WIP system and the meat temperature of tanks is checked (Production check).

C. Brinemaking

1. Mix the brine solution in the NuMeat brine mixing tank (Model #NMT3000) in the following sequence (see current approved formulation for the amounts):
 - a. Water
 - b. Sodium Phosphate (mix until clear)
 - c. Sodium Erythorbate (mix until clear)
 - d. Sugar
 - e. Salt
 - f. Sodium Nitrite (mix until clear)
2. Use the following ingredients and sequence for bowl breasts w/honey (8246-02, 8246-03, 8246-32, 8432-02, and 7047-80):
 - a. Water
 - b. Sodium Phosphate (mix until clear)
 - c. Sodium Erythorbate (mix until clear)
 - d. Salt
 - e. Honey
 - f. Sodium Nitrite (mix until clear)
3. Continue mixing until the solution is clear.
4. Enter into WIP System.
5. Check salometer reading once per batch by Production and once per shift by QC - record results in the TQC log. (See QC files for acceptable levels).
6. Check each batch for nitrite using a nitrite strip (Production check).
7. Maximum brine temperature is less than 40 degrees F., checked once per batch by Production.
 - a. The average brine temperature for honey bowl breast is 35-40 degrees F.
 - b. The average brine temperature for all other bowl breast is 35-40 degrees F.
8. Pump brine to Schroeder or Metalquimia injector as meat is conveyed through.

D. Injecting

1. Maximum meat temperature is 40 degrees F.
2. Transfer a tank of breast halves to the Weightronix scale, weigh, and enter into the WIP system.

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3. Transfer tank of breast halves to the Schroeder injector (Model #N138) or to the Metalquimia injector.
4. Dump tank of breast halves into injector hopper with tank dump (see current approved formulation for the amounts).
5. Drop breast halves onto elevator and convey breasts to Schroeder or Metalquimia injector.
6. Advance the breast halves through the Schroeder or Metalquimia injector (each equipped with a head containing 60 mm needles).
 - a. Set the injection rate at 35.
 - b. Set the stroke at 40.
7. Inject the breast halves to 135% of fresh meat weight.
8. Clean screens on brine well often to prevent clogging.
9. Breasts are discharged into stainless steel tanks, filled up to 6" from the top lip of the tank, or directly into the Challenge hopper.
10. Weigh each filled tank/Challenge hopper (less tare) to determine injection rate.
 - a. If overweight, dip out solution until desired weight is obtained.
 - b. If underweight, add solution until desired weight is obtained.
11. Cover tanks with plastic, tag, and place in a 40 degrees F. or less raw cooler.
12. Maximum meat temperature after injection is 40 degrees F.

E. Tumbling

1. Dump tank of injected breast meat into Amfec hopper (Model #440) using the Amfec tank dump (Model #15C).
2. Enter into WIP System.
3. Connect vacuum hose to one of three Challenge tumblers and pull the meat into Challenge tumbler.
4. Tumble for 3½ hours at 7 RPM.
5. Dump meat into tank, weigh, and enter into the WIP system.
6. Cover tank with plastic and write product name, date, and tumbled lot number on the plastic.
7. Store in a 40 degrees F. or less raw cooler until needed.

Ideal hold time for these blends is a minimum of 36 hours.

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F. Stuffing1. Portioning

- a. Transfer a tank of tumbled breast halves to the tank dump.
- b. Dump blended meat onto a stainless steel slide.
- c. Weigh and trim to meet approved weight requirements.
 - 1) 10.25 lbs. to 11.00 lbs.
 - 2) Ideally, 3 or 4 breast halves per unit with a maximum of 4 pieces.
- d. Place weighed portions into the conveyor pockets and convey to pocket fillers.

2. Meat Placement/Stuffing

- a. Use cling film for forming and non-forming film.
- b. Use 2-across forming boxes.
- c. Set controls on Pioneer machines (Model # 530 or Model #560) as follows (average settings):
 - 1) Seal Vacuum Time - 7.1 seconds
 - 2) Form Heat -
 - 3) PosiSeal - 300 degrees F.
 - 4) Seal Time -
 - 5) Process Time - 7.5 seconds
 - 6) Plug Assist -
- d. For skinless breast items (324602, 324632, 343202, 824602, 824603, 8293, 843642, 843202, 702180, and 704780) fill Pioneer film pocket with 2 large breast halves (opposite ends facing each other), membrane side down.
- e. For skin-on breast items (249602, 269602, 324302, 324402, 324902, 343002, 824302, 824402, 824403, 824902, 843002, 849602, 869602, 6575, 700180, 700280, and 709780) stretch a de-fatted skin pattern (outside of skin facing down) and place 2 breast halves (opposite ends facing each other) on the skin, membrane side down.
- f. For both skinless and skin-on breast items, place 1 to 2 breast halves on top (cut surface to cut surface, membrane side up).
- g. Press gently on filled pocket to evacuate air.
- h. Convey meat through seal tunnel, being sure that packages have been cut cleanly from remaining film.
- i. Convey sealed packages through the shrink tunnel set at 205 degrees F. +/- 5 degrees F., monitored and HIGHLY as necessary by Production.
- j. Inspect packages for seals, height, shape, surface defects, and skin coverage (if applicable), according to customer requirements.

Unacceptable packages are opened up and repackaged.

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- k. Rack acceptable units on stainless steel cook racks.
16 units per layer x 10 layers.
- l. Weigh the rack, enter into the WIP system, and record on the Production Log.
- m. Tag rack (tag contains stuffed item number, stuffed lot number, stuffed weight, number of units, date, and rack number).
- n. Place racks in a 40 degrees F. or less cooler until an oven can be filled.

G. Cooking

- 1. Fill Alkar oven with racks.
- 2. Enter into WIP System.
- 3. Set cycles according to most recent/approved oven schedule.
The ovens are computerized, and the cooking process is printed out when the cycle is done (oven charts are not needed). To use these ovens, program in the proper program number for the item to be cooked.

- 4. Current program is as follows:

<u>CYCLE</u>	<u>TIME</u>	<u>DRY BULB</u>	<u>WET BULB</u>	<u>DAMPERS</u>
1	1 HOUR	140 DEGREES F.	0 DEGREES F.	CLOSED
2	1 HOUR	150 DEGREES F.	0 DEGREES F.	CLOSED
3	1 HOUR	160 DEGREES F.	0 DEGREES F.	CLOSED
4	*Until	175 DEGREES F.	0 DEGREES F.	CLOSED

internal temperature reaches 158 degrees F.

- a. There is a temperature probe in each corner of the oven. The time for each cycle is regulated by the readings from the temperature probes.
- b. Check ^{WIP K. 12} temperatures (by hand) across two racks to assure 158 degrees F. internally.
- 5. Check and calibrate thermometers used daily, and record on the QC log sheet.
- 6. Shower the product with cold water for 15 minutes.
- 7. Activate the blower for 10 minutes to dry the product after shower has been turned off.
- 8. Transfer racks to Weightronix scale and weigh.
- 9. Enter into the WIP system.
- 10. Place racks of product in a blast cell until internal temperature of product is lowered to 40 degrees F. or less.
- 11. When product temperature has been lowered to 40 degrees F. or less, remove from blast cell and place in a 40 degrees F. or less holding cooler.

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H. Stripping

1. Transfer the product from the cooked cooler to the Slicing/Packaging Room.
2. Enter into WIP System.
3. Remove the product from the rack, and place it on a stainless steel table.
4. Remove the Pioneer packaging film manually, using a knife. (Use care not to cut into the product).
5. Place a #882-0135-A tipper tie netting over the product (for all skin-on items, 7021, and 8293 product only).
 - a. Twist the end to get a tight fit.
 - b. Return the product to the cook rack.
 - Units MUST NOT touch each other on the rack.
6. Transfer the rack to a holding cooler (maximum cooler temperature is 40 degrees F.)

I. Smoking Procedures

1. For Hickory smoked items: 249602, 269602, 324402, 324602, 343202, 824402, 824403, 824602, 824603, 824902, 8293, 843202, 6575, 700280, 704780, 709780, 849602, and 869602:
 - a. Wash the oven with Hydrosol acid until the oven is clean. Rinse the oven thoroughly with water.
 - b. Activate the oven blower with heat to dry the oven.
 - c. Place mineral oil on the floor to prevent black specks caused by drippings from the rack.
 - d. Transfer racks of cooked and netted product to the Alkar oven until oven is filled.
 - e. Enter into WIP System.
 - f. Set the cycles for smoking as follows:

STEP NUM	STEP TYPE	STEP TIME	DRY BULB	WET BULB	DAMPERS
1	COOK	00:10	160 DEG. F.	160 DEG. F.	AUTO
2	COOK	01:00	180 DEG. F.	120 DEG. F.	AUTO
3	LQD SMK	00:40	---	---	CLOSED
4	COOK	00:15	180 DEG. F.	---	AUTO
5	LQD SMK	00:40	---	---	CLOSED
6	COOK	00:15	180 DEG. F.	---	AUTO
7	LQD SMK	00:40	---	---	CLOSED
8	COOK	00:15	180 DEG. F.	---	AUTO
9	COOK	00:30	180 DEG. F.	150 DEG. F.	AUTO

- g. Start the blower and the oven.

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Fresh air and external dampers must be closed when smoking.

- h. Attach the Atomizer machine (Model #100) to the oven.
 - i. Fill the atomizer with desired amount of liquid hickory smoke.
 - a) For step #3 use 2 gallons of hickory smoke.
 - b) For step #5 use 2 gallons of hickory smoke
 - c) For step #7 use 2 gallons of hickory smoke.
 - j. Set the air and the liquid pressure on the atomizer.
 - a) Air pressure at 85 lbs.
 - b) Liquid pressure at 55 lbs.
 - k. Check the product for color. (See color chart.)
 - l. Remove the product from the oven and place it in a 40 degrees F. or less cook cooler.
2. For Mesquite smoked items 324302, 324632, 343002, 824302, 824603, 824632, 843002, 700180, and 702180:
- a. Repeat Steps a., b., and c. for I. 1. above.
 - b. Transfer racks of product to the Alkar oven until the oven is filled.
 - c. Enter into WIP System.
 - d. Set the oven cycles for smoking as follows:
- | STEP
NUM | STEP
TYPE | STEP
TIME | DRY
BULB | WET
BULB | DAMPERS |
|-------------|--------------|--------------|-------------|-------------|---------|
| 1 | COOK | 00:10 | 160 DEG. F. | 160 DEG. F. | AUTO |
| 2 | COOK | 01:00 | 180 DEG. F. | 120 DEG. F. | AUTO |
| 3 | LQD SMK | 00:40 | ... | ... | CLOSED |
| 4 | COOK | 00:15 | 180 DEG. F. | ... | AUTO |
| 5 | LQD SMK | 00:40 | ... | ... | CLOSED |
| 6 | COOK | 00:15 | 180 DEG. F. | ... | AUTO |
| 7 | LQD SMK | 00:40 | ... | ... | CLOSED |
| 8 | COOK | 00:15 | 180 DEG. F. | ... | AUTO |
| 9 | COOK | 00:30 | 180 DEG. F. | 150 DEG. F. | AUTO |
- e. Start the blower and the oven.

Fresh air and external dampers must be closed when smoking.
 - f. Attach the atomizer to the oven.
 - g. Fill the atomizer with desired amount of liquid mesquite smoke.
 - a) For step #3 use 2 1/2 gallons of ^{Hickory} ~~mesquite~~ smoke.
 - b) For step #5 use 2 gallons of mesquite smoke.
 - c) For step #7 use 2 gallons of mesquite smoke.

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- h. Set the air and liquid pressure.
 - a) Air pressure at 85 Lbs.
 - b) Liquid pressur at 55 Lbs.
- i. Check the product for color. (See color chart.)
- j. Remove the product from the oven, and transfer to a 40 degrees F. or less cook cooler.

II. PACKAGING**A. Pre-handling**

- 1. Transfer racks of product from the holding cooler to the Slicing/Packaging area.
 - Maximum product temperature is 40 degrees F. (Checked once per hour with Production and QC doing approximately hourly audits).
- 2. Enter into WIP System.
- 3. Remove product from rack and place on a stainless steel table.
- 4. Remove the netting from each unit by pulling it with a hook (by hand).
 - Do not cut into the product.

B. Bagging

- 1. Place the product into a bagging chute.
- 2. Place the correct Cryovac pre-printed bag (12"x16") in the bag holder.
 - Air is blown into the bag to open it.
- 3. Place the product into the bag following cutting directions on package.
 - Place skin-on product skin-side up in the bags.
- 4. Place the bagged product on the Cryovac vacuum sealer (Model #8610) with the bag ends over the sealer bar.
- 5. Vacuum/seal bags with approximately 28"-30" of vacuum.
- 6. Drop vacuum sealed units (automatically) onto a roller belt.
- 7. Convey units on conveyor belt to the shrink tunnel.
- 8. Convey the product through the shrink tunnel.
 - Ideal temperature is 200 degrees F. +/- 5 degrees monitored and adjusted, as necessary, by Production.
- 9. Check product for skin coverage (if applicable), leakers, label straightness, and to assure product meets customer requirements.

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Product that does not meet requirements is removed from the production line. (Acceptable product is re-packaged, and unacceptable product is re-worked.)

10. Video-jet the sell by date and the 4-digit lot number on the side of all fresh product EXCEPT 8430, 8432, 6575, 849602, ~~849602~~ and 824902.
 - a. Sell-by date consists of a 3-letter month, a 2-digit day, and a 2-digit year (ie., Oct 25 96).
 - b. Hormel sell-by date consists of a 2-digit day, a 3-letter abbreviated month, and a 2-digit year (ie., 25 Oct 96).
 - c. 4-digit lot number consists of a 3-digit Julian date and period number.
11. Video-jet ONLY the 4-digit lot number (same format as above) on frozen product, and on 8430, 8432, 6575, ~~7~~, 8249-02, and 849602 product.
12. Place a "skinless" sticker on the upper left hand corner of the bag label on 7021-80 product.
13. Place a "Mesquite" sticker on the upper left hand corner of the bag label on 324632/824632 product.
14. Perform an on-line quality check once per hour (QC and Production do approximately hourly audits).
15. Convey units to the boxing area.

C. Boxing/Palletizing

1. Convey units through the Goring Kerr (Model TEK DSP) metal detector (calibrated at 3.0 ferrous and 4.0 non-ferrous).
 - a. Metal detector is checked once per hour, using a seeded sample (Production and QC do approximately hourly checks).
 - 1) If detector is activated, the line stops and the product is searched for metal.
 - 2) If metal detector is not functioning properly, all product back to the last acceptable check is placed on QC hold until it has been run through a properly functioning metal detector.
2. Pre-label boxes by hand, placing the bar code shipping label on the left-hand side of the box end.
 - Use product label written in Spanish for the 869602/269602 product.
3. Form box (#01-8244) on TGA 2001 box maker.
 - a. Do not use a divider in the box.
 - b. Machine tapes the bottom of the box.
4. Place 2 units per case (label side up).

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5. Close the flaps and convey through the Little David tap machine.
6. Convey cases past the AccuSort Inbound system (Model #30).
7. Convey cases over the Toledo in-line scale.
 - a. Scale weighs the cases and sends the information to the AccuSort (FD series) label printer/applicator.
 - b. AccuSort Label system prints information on the label and places the label on the right-hand side of the box end (label includes net weight, 4-digit lot number, sell-by date (if applicable), bar code, and the pack date (if applicable)).
 - 1) No sell-by date on cases of 7097, 6575, 843002, and 843202, product.
 - 2) No pack date on cases of 8244, 824403, 8243, and 824902 product.
 - 3) Pack date and 4-digit lot number ONLY on 249602/849602 and 269602/869602 product.
8. Convey cases past the AccuSort Outbound system (Model #30) which automatically rejects the case if the case is underweight/overweight, or if the scanner cannot read the bar code.
9. Affix a store UPC label to the upper right hand side of the box end for 824602 and 824603 product.
10. Place export label on the 869602/269602 cases.
 - a. Place the label on the right-hand side of the box end with the bar code label, or on the side of the box.
 - 1) If placing the label on the side of the box, the label must be visible on at least some of the boxes on the pallet.
 - 2) Net weight must be written in kilograms on the labels.
 - 3) Lot number must be written in the space provided on the export label.
11. Place cases on a pallet (9 cases per layer x 10 layers).
 - a. Place a slip sheet on the pallet before palletizing Hormel product.
 - Also place a slip sheet on top of the 8th layer.
 - b. Use a wafer between each layer of product to be frozen.
 - c. Product labels face the outside of the pallet.
12. Assign a pallet card number, attach it to the top of the pallet, and enter into FGI (Finished Goods Inventory).

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13. Wrap the entire pallet with stretchwrap (using the LanTech automatic wrapping machine).
 - Wrap pallets of product to be frozen in netting.
14. Transfer pallet to the shipping area and place in a 40 degrees F. or less holding cooler until transfer to Plant #4.
 - Fresh product is on hold pending a 24 hour leaker check.
15. Load and transport to Plant #4.
16. Store fresh product in a 30-34 degrees F. holding cooler until shipment.
17. Place frozen product in the blast freezer for approximately 48 hours.
18. Remove wafers and transfer frozen product to the holding freezer after the product has been in the blast for the assigned time.

E. Inspection

- All product is subject to a complete inspection by QC personnel throughout the process.

III. Chemical Analysis: See Corporate QC files for nutritional results.

IV. Microbiological Guidelines:

Aerobic Plate Count, Ct/g	<u>Normal</u>
Surface	1,000
Core	1,000
Coliform, MPN/g	10
E. coli, MPN/g	<3
C. P. Staph, MPN/g	<3
Yeast, Ct/g	<3
Mold, Ct/g	<10
Salmonella, Result/25g	<10
Listeria Monocytogenes, Result/25g	Negative
	Negative

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Product Number. See first page

Date May 1, 1997 JUN 12 1997

Product Name BOWL BREASTS

The Process Procedures, contained herein, represent the only approved Process Procedures for this product. It is the company policy that the approved Process Procedures are NOT to be deviated from or amended without written approval.

Prepared by: Jean Porter Date 5/1/97

[Signature] Date 6-7-97
QC Manager, Plant #7

[Signature] Date 6-10-97
Plant Manager, Plant #7

[Signature] Date 6-11-97
Vice President, Operations

[Signature] Date 6-11-97
Director of Quality Control

Complete copies of the preceding procedure plus complete specifications referred to therein, except Chemical Specifications, will be distributed to the following:

Corporate Quality & Process Control Department
Plant Manager

The complete procedures referred to therein will be reviewed on or at least a quarterly basis by the responsible supervisor and/or Quality Control Manager/Supervisor.

**HIGHLY
CONFIDENTIAL**

**Confidential
Attorneys Only
U-06819**

** TOTAL PAGE.15 **

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